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ABSTRACT

This annual report updates membership data for the President's Committee on Employment of the Handicapped, recaps the members' creed, and lists appointments to the executive committee. A map shows locations of governors' committees. Committee infrastructure and personnel are discussed, along with the year's projects for the Public Affairs Section, the Office of Plans, Projects and Services, and the Office of Research and Publications. An appendix lists publications by the committee. (PB)

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THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED

ANNUAL REPORT 1987-1988

EC 230852

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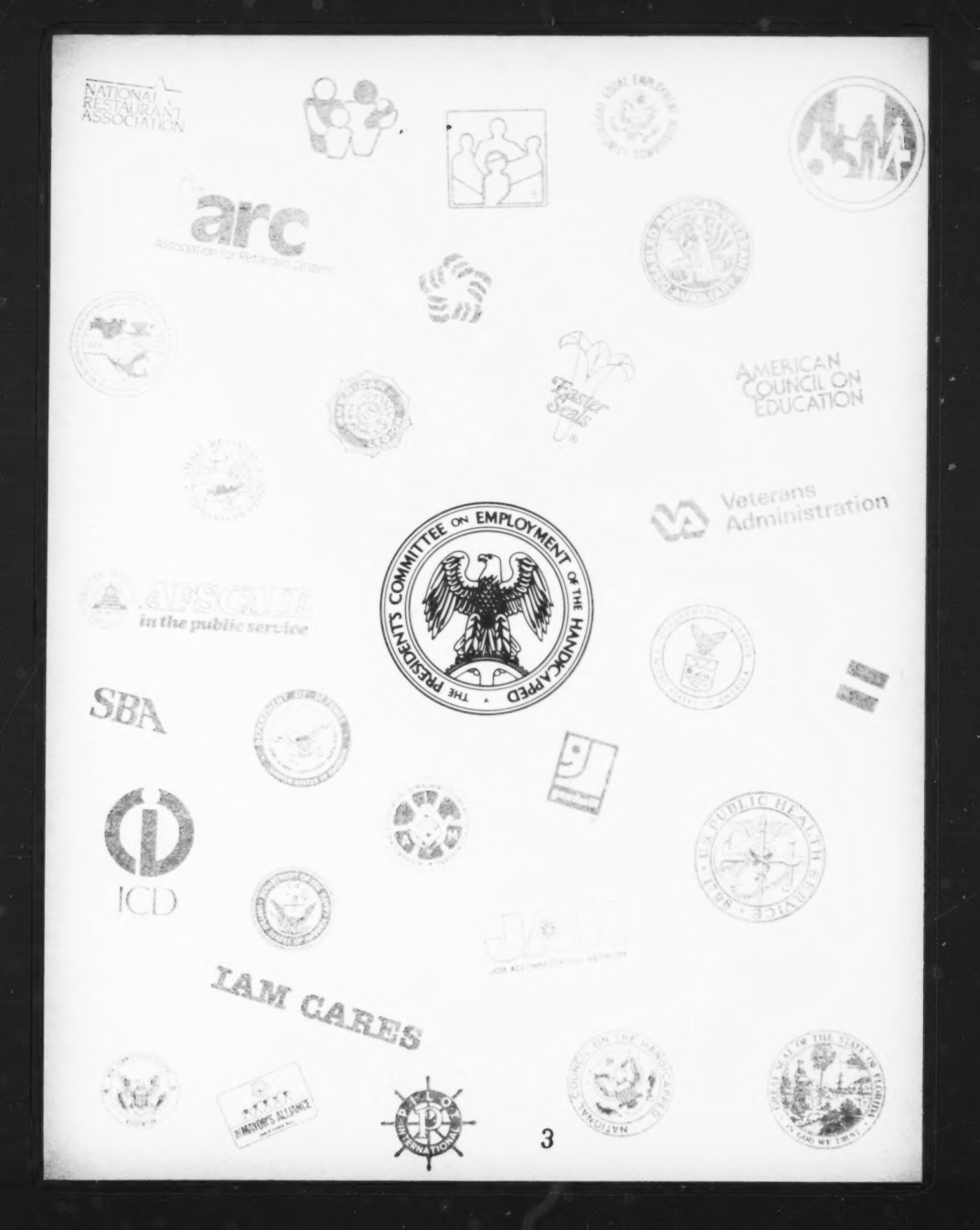
NATIONAL RESTAURANT ASSOCIATION
arc
Association for Retarded Citizens
Easter Seals
AMERICAN COUNCIL ON EDUCATION
Veterans Administration
AFSCME
in the public service
THE PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE HANDICAPPED
SBA
ICD
U.S. PUBLIC HEALTH SERVICE
IAM CARES
MOTORS ALLIANCE

CHAIRMAN:
Harold Russell

EXECUTIVE DIRECTOR:
Jay Rochlin

VICE CHAIRPERSONS:
Anne Carlsen
Gerald Lorentson
Walter Oi
Elizabeth Tunney

The President's Committee on Employment of the Handicapped shall facilitate the development of employment opportunities for the physically handicapped, mentally retarded, and mentally restored. To this end the Committee shall supply information to employers, labor unions, and national organizations, conduct a program of public education, promote cooperation between organizations and agencies, and enlist the support of Federal, State, and local officials, Governors' and local Committees on Employment of the Handicapped, professional organizations, and organized labor.

Presidential Executive
Order 11480

LETTER FROM THE CHAIRMAN

Dear Members and Friends:

The President's Committee on Employment of the Handicapped had a very fruitful and rewarding year. As we reflect on our accomplishments, our thoughts turn to you, our members and friends. Without you, none of it would have been possible.

This Annual Report is a tribute to all of you. It represents your outstanding accomplishments in the national effort to increase employment opportunities for our Nation's citizens with disabilities. I hope it gives you a flavor of the magnitude of our tasks and the diversity of our membership. In this report we share the accomplishments of many.

Your dedication and commitment have heightened awareness among employers—and all publics—of the abilities of people with disabilities. This heightened awareness is resulting in JOBS. JOBS translate into independence for people with disabilities and economic growth for America as these individuals become tax payers instead of tax consumers.

Census data and the Louis Harris poll of 1986 tell us that much more needs to be done. Only a third of working-age Americans with disabilities who want to work are employed. We want America to remain the greatest Nation on earth. We cannot afford this waste of a most precious resource.

Let this be a challenge to us all, as we enter into the second half of the Decade of Disabled Persons, to work together to increase the number of people with disabilities on the payrolls of all of this Nation's employers.

Thank you for all that you've done. I know you will continue your efforts on behalf of citizens with disabilities.

LETTER FROM THE EXECUTIVE DIRECTOR

Dear Friends and Colleagues:

The accomplishments of the President's Committee cited in this Annual Report are reflective of each of you, your commitment and hard work to assure equal employment opportunities for all of America's citizens with disabilities.

I am proud of what we have accomplished together, as equal partners, and I look forward with more vigor than ever to strengthening our partnerships and creating new ones.

I must recognize, too, the continuing achievements of the President's Committee staff who work tirelessly to further our goals. Without them, our efforts would be in vain.

As we move forward in our joint endeavors let us resolve to redouble our energies. I know from experience that I can count on you to do just that.

I would also like to take this opportunity to thank all of you who have been so supportive of me, both personally and professionally, over the past year. Thank You!

Executive Director

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I. Administration

EXECUTIVE COMMITTEE

The functions of the Executive Committee of the President's Committee are to:

— Advise and assist the Chairman in the conduct of the business of the President's Committee;

—Study the problems of people with disabilities in obtaining and retaining suitable employment with assistance from professional and technical authorities in the fields of disability and employment;

—Review and develop plans and projects for promoting the employment of people with disabilities.

Chosen from throughout the United States, members of the Executive Committee represent State Governors' Committees, consumer, employer, educator, veteran, professional and labor organizations. These leaders are from all sectors of the public, and serve as volunteers to the President's Committee.

Including the Chairman and Vice Chairs, the Executive Committee is made up of eleven people with disabilities, ten women, and four members of minority groups. Executive Committee members serve three-year terms and may be reappointed. One-third of these membership terms expire each year. Members of the Executive Committee are listed with biographical highlights in Appendix a.

EXECUTIVE COMMITTEE SUBCOMMITTEES

Subcommittee	*Mission*
1. *Program Planning and Budget*	Develop short and long-range employment plans, programs, and related budgets
2. *Governmental Affairs*	Examine employment-related issues in legislation; monitor the development of implemented regulations; make policy recommendations
3. *Information and Publications*	Make policy recommendations regarding employment information activities and publication programs

General Membership

The membership of the President's Committee currently totals nearly 600 organizations and individuals dedicated to equal employment opportunities for persons with disabilities. Membership in the President's Committee is monitored by an adminstrative committee under the Executive Office. Over this reporting period, 25 new members were added to our roster of active members.

Two new categories of membership have recently been created. For individuals whose devotion to the President's Committee spans many years, Member Emeritus is awarded. The second, a "Governors' Council", enlists all State Governors as members of the President's Committee.

PERSONNEL

The Staff of the President's Committee on Employment of the Handicapped

The President's Committee reached full staffing of its authorized budget level of thirty-seven positions during the year. One third of the staff members are new since December of 1986.

The Committee made an all out effort to recruit qualified individuals with disabilities and other minorities. Of the total staff, twenty-three or sixty-two percent are persons with disabilities. Nine employees are minority individuals with disabilities and nine of our employees with disabilities are working at the GM-13 level or above. Thirteen of our twenty-three employees with disabilities are women.

Chairman Harold Russell announced the permanent appointment of Jay Rochlin as Executive Director of the President's Committee effective November 16, 1987. Prior to this appointment, Mr. Rochlin served as Acting Executive Director of the President's Committee for two years under an Executive Loan program from AT&T.

The President's Committee is proud of its staff of dedicated individuals. Following is a list of our employees and their titles:

Harold Russell, Chairman
Edmond Leonard, Special Assistant to the Chairman
Lucy Skinner, Executive Secretary

Jay Rochlin, Executive Director
Jan Holler, Executive Assistant to the Director
(Executive on Loan from Pacific Northwest Bell)
Sandra Moreno, Executive Secretary

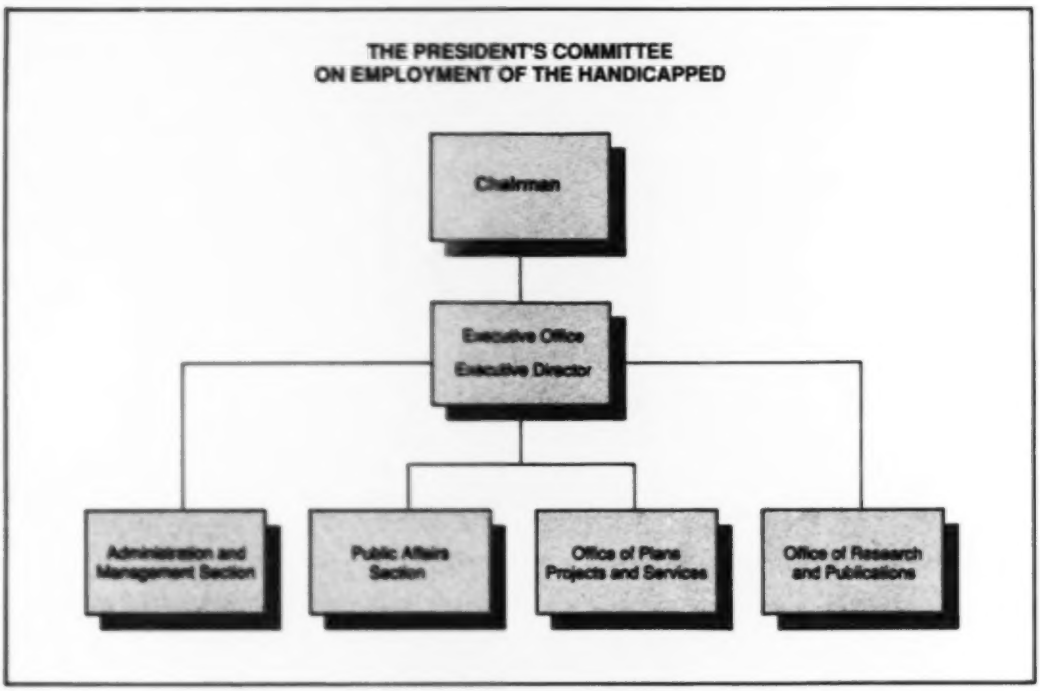
Sharon Woodward, Assistant to the Director for Administration and Management
Creta Skiles, Administrative Assistant
Helen-Marie Krause, Secretary/Receptionist
Elinor Johnson, Program Coordinator
Maxine Timus, Employment Assistant
Kevin Johnson, Clerk
Dorita Parsons, Clerk

Robert Ruffner, Assistant to the Director for Public Affairs
Juanita Campbell, Public Information Specialist
Mary Kaye Rubin, Legislative Liaison
Philip Calkins, Legislative Liaison
Mary Frances Surette, Clerk-Typist
Jill Wells, Clerk-Typist

Paul Hippolitus, Director, Office of Plans, Projects and Services
Richard Sheppard, Team Manager
Ruth-Ellen Ross, Team Manager
Bud Van Orden, Employment Advisor
Jesse Fowler, Employment Advisor
Faith Kirk, Employment Advisor
Dale Brown, Employment Advisor
Jean Mahoney, Employment Advisor

Lawrence Roffee, Employment Advisor
Inez Buchanan, Employment Assistant
Willie Williams, Employment Assistant
Beverly Miller, Employment Assistant
Lazette Williams, Clerk-Typist
Lori Peterson, Clerk-Typist

Larry Volin, Director, Office of Research and Publications
Robert Gorski, Computer Systems Manager
Dick Dietl, Writer-Editor
Hardy Stone, Writer-Editor
Jackie Creek, Research Assistant
Lisa Thies, Editorial Assistant
J. Roland Hays, Publications Specialist (Volunteer)



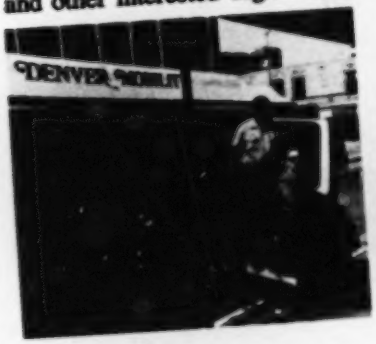
II. Public Affairs

MEDIA

One of the major barriers to equal employment opportunities for qualified people with disabilities is a lack of understanding about their employment potential. Media efforts designed to achieve greater public understanding of the abilities of persons with disabilities are always needed. Media involvement and legislative activities are the prime responsibilities of the Office of Public Affairs.

The 1987 National Conference on Employment of Persons with Disabilities was held in Denver last April and attracted unprecedented coverage from all media. The Conference was the fortieth for the President's Committee and the first held outside of Washington, DC.

The **Colorado Coalition for Persons with Disabilities** did an exceptional job planning and hosting the conference. A report on the 1987 National Conference in Denver was produced by the President's Committee and distributed to our state partners, members, and other interested organizations.



Print

The top media event of the year for the President's Committee was the news conference releasing the Louis Harris and Associates study, "EMPLOYING DISABLED AMERICANS". The President's Committee cosponsored the survey with the National Council on the Handicapped (NCH) and the International Center for the Disabled (ICD). The news conference, held on February 4, 1987 in Miami, Florida, attracted an Associated Press wire story which was released nationally, a prominent article in the *New York Times*, and substantial radio and television coverage.

Prior to "EMPLOYING DISABLED AMERICANS", Louis Harris and Associates compiled, "THE ICD SURVEY OF DISABLED AMERICANS", which was released in March of 1986. The 1986 study was a sample of employment-related insights by persons with disabilities. "EMPLOYING DISABLED AMERICANS" was the follow-up survey, which was a sample of comments by employers about their workers with disabilities.

A newspaper column by Chairman Harold Russell on the results of "EMPLOYING DISABLED AMERICANS" was distributed nationally.

Radio

Recorded radio public service announcements were distributed to 1,700 radio stations throughout the country. Usage of the recorded announcements was extremely high and demonstrates the President's Committee's leadership in focusing public attention on the worker with a disability.

Public Service Announcements (PSA) targeted on the 1987 NATIONAL EMPLOY THE HANDICAPPED WEEK campaign were distributed to 2,900 radio stations and organizations throughout the U. S. The PSAs were released in September for use during the first WEEK in October.

Television

"Disabled Performers", a television public service announcement featuring **The National Theatre Workshop of the Handicapped** in New York City was produced in 20 and 30 second lengths for standard TV and closed-caption. It was released nationally in February 1987 to 200 major commercial television stations and attracted $2.6 million in donated public service time. The announcement was used extensively by CBS and ABC, as well as 79 stations in 134 cities dispersed over 40 states. "Disabled Performers" was also released to cable television systems in March of 1987 and reached 36 million cable subscribers.

Honored

Robert H. Ruffner, Director of Public Affairs for the President's Committee, was honored by New York City's **Young Adult Institute** with its 1987 Media Leadership Award.

MEDIA CONTACT

Consistent with its leading role in disability information, the Committee worked with reporters, editors and producers from the nation's leading media organizations on stories that were developing, personalities within the disability field, and future media involvement. Some of the media organizations we worked with in 1987 included: National Public Radio, CBS, NBC, ABC and PBS, AP and UPI wire services, and *The Wall Street Journal*. Editors in the disability field maintain close contact with the Office of Public Affairs regarding significant news and developments.

These and other media activites reinforce the President's Committee's role as a national leader in communications regarding persons with disabilities.

NATIONAL EMPLOY THE HANDICAPPED WEEK

In preparation of national involvement, a proclamation by President Ronald Reagan was released announcing the first week of October "National Employ the Handicapped Week". Involvement at the National level continued when a Joint Statement by our Associate Members, Cabinet Level leaders and heads of large agencies was prepared and distributed.

Response to this campaign was overwhelmingly positive. General and disability-oriented publications, such as THE VOICE and PARAPLEGIA NEWS, printed our material verbatim. Other publications adapted it to fit the needs of their communities, and Governors and mayors throughout the country issued proclamations and resolutions in observance of the WEEK.

A request to change the name from "National Employ the Handicapped Week" to "National Disability Employment Awareness Month" was submitted to Congress and is expected to become effective in 1988.

Our National Awards are presented by Chairman Harold Russell at the Opening Session of the Annual Meeting. The 1987 National award winners were recognized at the National Conference in Denver, Colorado, April 4-6, 1987.

1987 NATIONAL AWARD WINNERS

Jo Waldron, 1987
Handicapped American of the Year

President's Trophy ——— **Jo Waldron**
(Handicapped American of the Year) Colorado Springs, CO

Handicapped Professional ——— **Deborah Phillips**
Woman of the Year — 1987 Florissant, MO

Employers of the Year

Large — Public Sector ——— **Naval Avionics Center**
Indianapolis, IN

Large—Private Sector ——— **Sea World**
San Diego, CA

Small ——— **K. Peter Jungk,**
Owner
Tri Rivers Food Service
Ft. Wayne, IN

Employers of the Year Honorable Mention

Large ——— **International Jensen**
Lumberton, NC

Large ——— **Wagner Systems**
Greenville, SC

Physician of the Year ——— **Jens David Henriksen**
Chattanooga, TN

Charles Bradford, Director of Apprenticeship
Employment and Training Programs
IAM
Washington, DC

E. Russell Baxter, Commissioner
Arkansas Department of Human Services
Rehabilitation Services
Little Rock, AR

Marsha Stevens, Educational Consultant
Boston, MA

Margaret Giannini, Director, Veterans Administration
Rehabilitation Research and Development Service,
Washington, DC

Joseph Pouliot
Goodwill Industries of America, Inc.
Washington, DC

Dr. William A. Spencer, President
Institute for Rehabilitation and Research
Houston, TX

Canine Companions for Independence
Santa Rosa, CA

International Association of Machinists and Aerospace Workers, AFL-CIO
Washington, DC

1987 MEDIA AWARDS

Dianna B. Piastro, North Hollywood, CA, for her weekly news column, "Living with a Disability".

Mary Gresham, Kansas City, MO, for her television news series, "You Can't Get There From Here".

The National Easter Seals Society, Chicago, IL, for its "Attitudes" campaign.

American Diabetes Association, Alexandria, VA, for its public service announcement "News Front".

WETA-TV, Washington, DC, and **Central Independent Television,** London, England for their documentary, "The Skin Horse".

Counterpoint, Reno, NV, a publication of the National Association of State Directors of Special Education.

CONTESTS PROGRAM

State participation remained constant in both the journalism and poster contests, which are run nationally.

Journalism Contest

Twenty-nine states participated during 1987, and most of the state sponsors were Governor's Committees on Employment of the Handicapped. The **Disabled American Veterans (DAV)** was the National cosponsor and supplier of the prizes, and the DAV National Headquarters continues to encourage its state departments to get involved. Many other DAV departments around the country worked closely with the sponsoring organization in their states.

National Winners, Journalism Contest

Elizabeth Hughes ——— **First Place**
Williston, ND

Amanda McKinney ——— **Second Place**
Greensboro, AL

Maury Perry ——— **Third Place**
Winchester, VA

Philip S. Anderson ——— **Fourth Place**
Chuckey, TN

Jacinda Townsend ——— **Fifth Place**
Bowling Green, KY

Poster Contest

Posters generated from this contest were reproduced by the President's Committee and have been well received by the public, especially the National winning poster in the college category. This poster, by Marilyn Murphy, was featured in our National Employ the Handicapped Week campaign.

The **Paralyzed Veterans of America** and **The Disabled American Veterans** continued to cosponsor the Poster Contest. Eighteen states participated with sponsorship coming primarily from Governor's Committees.

National Winners, Poster Contest

Marilyn Murphy ——————————————— College
Chattanooga, TN

Vincent Lacava ——————————————— High School
Claymont, DE

GOVERNMENTAL AFFAIRS REPORT

Initiatives were taken during the past year to strengthen relationships with Congress and keep Congressional members and staff informed of the President's Committee's goals, projects and activities. Our Chairman, Executive Director and legislative liaisons regularly met with members of Congress and submitted publications produced by the President's Committee, including the 1988 ANNUAL WORK PLAN and THE 1987 ANNUAL REPORT. Comprehensive materials on specific topics were submitted as requested, and Chairman Russell presented oral and written information during Congressional hearings.

Our legislative liaisons track Congressional, Judicial and Regulatory activities which involve disability policy. Over the past year, the following bills and issues were closely monitored.

A. The Civil Rights Restoration Act of 1987
B. The Disabled Americans Work Incentives Act
C. The Jobs for Employable Dependent Individuals Act
D. Fair Housing Amendments Act of 1987
E. P.L. 100-146 — Developmental Disabilities Assistance and Bill of Rights Act Amendments of 1987
F. Health Insurance
G. Attendant Care
H. Assistive Devices Resources Centers
I. Universal Voter Registration Act
J. The Rehabilitation Act Amendments of 1986 — Regulations
    1) Basic State Grants
    2) Independent Living
    3) Electronic Equipment Accessibility
K. Air Carrier Access Act of 1986 — Regulatory Negotiations
L. Voting Accessibility for the Elderly and Handicapped Act of 1984 — House Oversight Hearings
M. Court Cases
    I. Transportation
    II. Alcoholism as a Disability

State Governor's Committees receive periodic written reports on legislative activities as well as updates through our electronic mail network.

LOCATIONS OF GOVERNOR'S COMMITTEES

ALABAMA
Governor's Committee on Employment of the Handicapped
Montgomery

ALASKA
Governor's Committee on Employment of the Handicapped
Anchorage

ARIZONA
Governor's Committee on Employment of the Handicapped
Phoenix

ARKANSAS
Governor's Commission on People with Disabilities
Little Rock

CALIFORNIA
Governor's Committee for Employment of the Handicapped
Sacramento

COLORADO
Colorado Coalition for Persons with Disabilities
Denver

CONNECTICUT
Governor's Committee on Employment of the Handicapped
Wethersfield

DELAWARE
Governor's Committee on Employment of the Handicapped
Wilmington

DISTRICT OF COLUMBIA
Mayor's Committee for Handicapped Individuals

FLORIDA
Florida Alliance for the Employment of the Handicapped
Tallahassee

GEORGIA
Governor's Committee on Employment of the Handicapped
Atlanta

HAWAII
Commission on the Handicapped
Honolulu

IDAHO
Governor's Committee on Employment of the Handicapped
Boise

ILLINOIS
Illinois Jobs Committee for the Handicapped
Springfield

INDIANA
State Commission for the Handicapped
Indianapolis

IOWA
Iowa Commission of Persons with Disabilities
Des Moines

KANSAS
Kansas Advisory Committee on Employment of the Handicapped
Topeka

KENTUCKY
Kentucky Committee on Employment of the Handicapped
Louisville

LOUISIANA
Governor's Commission for Employment of the Handicapped
Baton Rouge

MAINE
Governor's Committee on Employment of the Handicapped
Augusta

MARYLAND
Governor's Committee on Employment of the Handicapped
Baltimore

MASSACHUSETTS
Massachusetts Commission on Employment of the Handicapped
Boston

MICHIGAN
Commission on Handicapper Concerns
Lansing

MINNESOTA
Minnesota State Council on Disability
St. Paul

MISSISSIPPI
Office of Handicapped Services, Governor's Office on Federal-State Programs
Jackson

MISSOURI
Governor's C
Employment
Handicapped
Jefferson Cit

MONTANA
Governor's C
Employment
Disabilities
Helena

RHODE ISLAND
Governor's Commission on the Handicapped
Providence

SOUTH CAROLINA
Governor's Committee on Employment of the Handicapped
West Columbia

SOUTH DAKOTA
Governor's Committee on Employment of the Handicapped
Pierre

TENNESSEE
Governor's Committee on Employment of the Handicapped
Nashville

TEXAS
Governor's Committee for Disabled Persons
Austin

UTAH
Governor's Committee on Employment of the Handicapped
Salt Lake City

VERMONT
Governor's Committee on Employment of the Handicapped
South Burlington

VIRGINIA
Board for the Rights of the Disabled
Richmond

VIRGIN ISLANDS
Governor's Committee on Employment of the Handicapped
St. Croix

WASHINGTON
Governor's Committee on Disability Issues and Employment
Olympia

WEST VIRGINIA
Governor's Committee on Disabled Persons
Charleston

WISCONSIN
Governor's Committeee for People with Disabilities
Madison

WYOMING
Governor's Committee on Employment of the Handicapped
Cheyenne

NORTH DAKOTA
Governor's Committee on Employment of the Handicapped
Bismarck

OHIO
Ohio Governor's Council on Disabled Persons
Columbus

OKLAHOMA
Governor's Committee on Employment of the Handicapped
Oklahoma City

PUERTO RICO

VIRGIN ISLANDS

OREGON
Oregon Commission for the Handicapped
Salem

PENNSYLVANIA
Governor's Committee on Employment of People with Disabilities
Harrisburg

PUERTO RICO
Governor's Committee on Employment of the Handicapped
San Juan

NEBRASKA
Governor's Committee on Employment of the Handicapped
Lincoln

NEVADA
Governor's Committee on Employment of People with Disabilities
Carson City

NEW HAMPSHIRE
Governor's Commission for the Handicapped
Concord

NEW JERSEY
Governor's Committee on the Disabled
Trenton

NEW MEXICO
Governor's Committee on Concerns of the Handicapped
Santa Fe

NEW YORK
Office of State Advocate for the Disabled
Albany

NORTH CAROLINA
Governor's Advocacy Council on Persons with Disabilities
Raleigh

III.
The Office of Plans, Projects and Services

As the largest Division of the President's Committee, the Office of Plans, Projects and Services (OPPS) is responsible for the management of our standing committees, serving our network of state committees, and the supervision of employment-related projects. Following are a few brief highlights.

Youth with Disabilities

For the past six years, the President's Committee has been cooperating with organizations across the country with a program called "Pathways to Employment". This project involves all sectors of a community in the employment preparation of youth with disabilities, and a cosponsor from each locality provides support. Nine "Pathways to Employment" meetings were held over this reporting period, and as of this writing, 42 "Pathways" meetings have been held since the program began in 1982.

Employing Disabled Veterans

Employment-related issues facing disabled veterans warrant special attention. While most issues are similar to those facing other persons with disabilities, many are not and resources available to respond to their employment needs can be quite different. The Committee continues to document the employment needs of disabled veterans. The principle activity seeking to aid in this effort is our "Community Forum on Employment and Disabled Veterans", cosponsored by various national veterans organizations. During this reporting period three forums were conducted, and reports were prepared for each and distributed to Congressional leaders, agency heads and other interested publics. Results from these meetings guide future project development.

Pre-Separation Briefings for Disabled Veterans

The U.S. Department of Defense may not be giving adequate employment counseling to men and women who were injured in the military service and are about to be discharged as disabled veterans. A research project has been initiated and a series of meetings have been held with officials from the U. S. Department of Labor and the U. S. Department of Defense. Secretary of Defense Carlucci has been alerted to this issue and has dispatched a Pentagon official to work with the Committee on Disabled Veterans. This group seeks to improve counseling activities taken by the Department of Defense which will better prepare disabled veterans for employment in civilian life.

Entrepreneur Opportunities

Representatives from our Committee on Disabled Veterans met with an official from the Small Business Administration to discuss the problems facing disabled veterans and all people with disabilities wishing to start independent businesses. As a follow-up to this meeting, a panel presentation on entrepreneurship is planned for our Annual Meeting in May of 1988.

High School/High Tech Demonstration Project

The first of two High School/High Tech demonstration projects has begun in the South Bay Area of Los Angeles, California, where the South Bay Area Committee on Employment of the Handicapped has accepted the responsibility of spearheading the project. The purpose of this project is to develop a model community program designed to provide students with disabilities the opportunity to consider careers in the engineering and science fields. The Foundation on Employment and Disability of California and the California Governor's Committee are providing leadership for the pilot project and the Xerox Foundation is providing financial support.

Learning Disabilities

Learning disabilities are a new and unfamiliar disability category to most of the nation's employers. In 1987 the President's Committee publicized a specialized training package on learning disabilities which was produced by the Human Resources Center of Albertson, NY. In addition, "Learning Disabilities—Not Just A Problem Children Outgrow", publication number 6-499, was revised and updated for distribution to employers and advocacy groups.

Minorities

The employment situation facing minority persons with disabilities involves stigmas that are not associated with the employment needs of other disabled Americans. In February 1987 the President's Committee cosponsored a National conference addressing the employment successes, needs and issues confronting black Americans with disabilities. The overwhelming success of this National minority conference held at Howard University indicated the benefit to the public. The program was replicated on a regional basis at City University of New York in New York City on October 11-12, 1987 and was cosponsored by the President's Committee, the National Urban League and City University of New York. With the cooperation of Georgia Tech University and Georgia Southern University, the President's Committee cosponsored another regional conference in Atlanta, Georgia on March 24-25, 1988. Howard University is a cosponsor of all of these conferences. A fourth minority conference will be held in conjunction with our 1988 Annual Meeting in Washington. The conferences highlight communication, networking, effective approaches to increasing minority employment and model programs.

Job Accommodation Network (JAN)

The President's Committee supported numerous advertising and outreach efforts to promote JAN's employee resources to the nation's employers. Promotion efforts were particularly aimed at small employers. Three hundred ten telephone inquiries were received during November 1987 — the most successful month in the history of JAN.

Job Accommodation Network of America (JANA)

A private non-profit organization, the Job Accommodation Network of America, Inc. has been established to transfer the Job Accommodation Network from a publicly funded project to private sector financial status. JANA's Executive Director, on executive loan from Bell Atlantic Corporation, began soliciting the necessary support in December 1987. JANA's goal of $437,000 must be met by October 1, 1988, when federal support expires. Potential funding sources are:

- Corporate, Foundation gifts
- "User" fees
- Subscription fees
- Franchises
- Memberships
- Consultation by JAN staff on contract basis

Electronic Mail (E-Mail)

One of the main objectives of the President's Committee is to help support the efforts of the State Committees on Employment of the Handicapped. In the past year, the President's Committee has established a computer-based telecommunications network with the State Committees, which enables participants to instantaneously access information impacting the employment opportunities for persons with disabilities. The electronic mail network currently involves nineteen states, and efforts continue to enlist the participation of the remaining state committees. Electronic mail messages are transmitted from the President's Committee to our State partners once a week, with emergency messages transmitted immediately.

Federal Employees

For the past several years the President's Committee and an increasing number of federal agencies have helped sponsor employment seminars for vocations in the federal government. The seminars are designed for Federal Selective Placement Coordinators and Handicapped Program Managers and include topics on how to employ, retain and advance persons with disabilities in the Federal work force. The President's Committee, in cooperation with the Veterans Administration, the Office of Personnel Management, the Department of Defense, the State Department, the Department of the Navy, the Equal Employment Opportunity Commission and the Public Health Service, held a conference on federal hiring and related issues December 2-4, 1987 in Rockville, Maryland. Over three hundred selective placement and other federal hiring managers attended.

Organized Labor

Representatives of organized labor need to keep informed about reasonable accommodation, retaining workers who become disabled and available resource outlets. In cooperation with the AFL-CIO's Human Resource Development Institute, the President's Committee held meetings on these and other subjects for officials of organized labor.

The Hospitality Industry

There are a number of occupational areas where employment opportunities are growing, and the hospitality (hotel and restaurant) industry is one. Employers from this industry are anxiously seeking new recruitment sources. A National Conference on Employing Persons with Disabilities in the Hospitality Industry was held in Orlando, Florida on February 17 and 18, 1987. Cosponsored by the President's Committee and the National Restaurant Association, the conference was hosted by Red Lobster Restaurants. The meeting was attended by over one hundred private sector employers and rehabilitation specialists. The New York Office of Vocational Rehabilitation conducted a comparable conference with the participation and sponsorship of the President's Committee. This conference was held on July 16-17, 1987 and attracted over one hundred participants.

Job Training Partnership Act (JTPA)

Contact has been made with the U. S. Department of Labor for JTPA national participation data. For the first time since JTPA began, the participation data for both youth and adults with disabilities in Title-IIA, IIB, III, IV-C, and at the "Service Delivery Area" level is available.

Carl D. Perkins Act

A hearing was held on the Carl D. Perkins Act at the National Convention of the American Vocational Association December 5, 1987. In efforts to serve the vocational needs of students with disabilities, issues concerning the re-authorization of the Perkins Act were addressed by over fifty people evaluating the effectiveness of the program.

Profile of State Governor's Committees

Several months were devoted to the development and field testing of a survey to be completed by each of the State Governor's Committees on Employment of the Handicapped. The survey was sent to all Governor's Committees and many have been returned. Completed survey forms are being entered in a database designed for this study, and when the project is completed we will have comprehensive information on the make-up, focus and activities of all our state partners.

Supported Employment "Fact Sheet"

A special "Fact Sheet" defining Supported Employment and associated resources was recently published.

County and Municipal Government Hiring Practices

New relations have been established with the National Association of Counties by involving them with our Standing Committee on Disabled Veterans. The first outcome of this relationship was a workshop explaining the JTPA Title IV-C employment program for veterans. The workshop was conducted during the National Association of Counties' National Convention in San Antonio, Texas on November 21, 1987.

Communications with the Labor Press

The first of four planned articles with the Labor Press has been completed. This initial article examines the relationship of the Job Accommodation Network to organized labor.

Policy Paper on Retaining or Hiring Workers Who Become Disabled

A model policy paper for organized labor to use in establishing policies for the retention and hiring of workers with disabilities was prepared and is currently being reviewed by the Labor Committee. Upon completion the paper will be promoted by members of the Labor Committee to organized labor groups.

State Governor's Committees "Governors' Council"

A "Governors' Council" has been established making all State Governors members of the President's Committee. Periodic reports will be issued to all State Governors regarding their Committee on Employment of the Handicapped, and four mailings to the "Governors' Council" are planned each year.

IV.
The Office of Research and Publications

PUBLICATIONS

Worklife: A Publication on Employment and Persons with Disabilities, is the title of our new employment quarterly. *Worklife* replaces Disabled USA and is targeted to employers, rehabilitation professionals and persons with disabilities.

After examining many titles, *Worklife* was selected by the Executive Committee because it conveys the primary focus of the President's Committee, employment. The magazine will be published in February, May, August and November.

In addition to feature stories, the publication contains regular departments, to include Employer, Employee, Accommodation, Information Resources, Employment Trends, Technology, Entrepreneurs, Preparation to Work, and Newsmakers.

Information to Employers

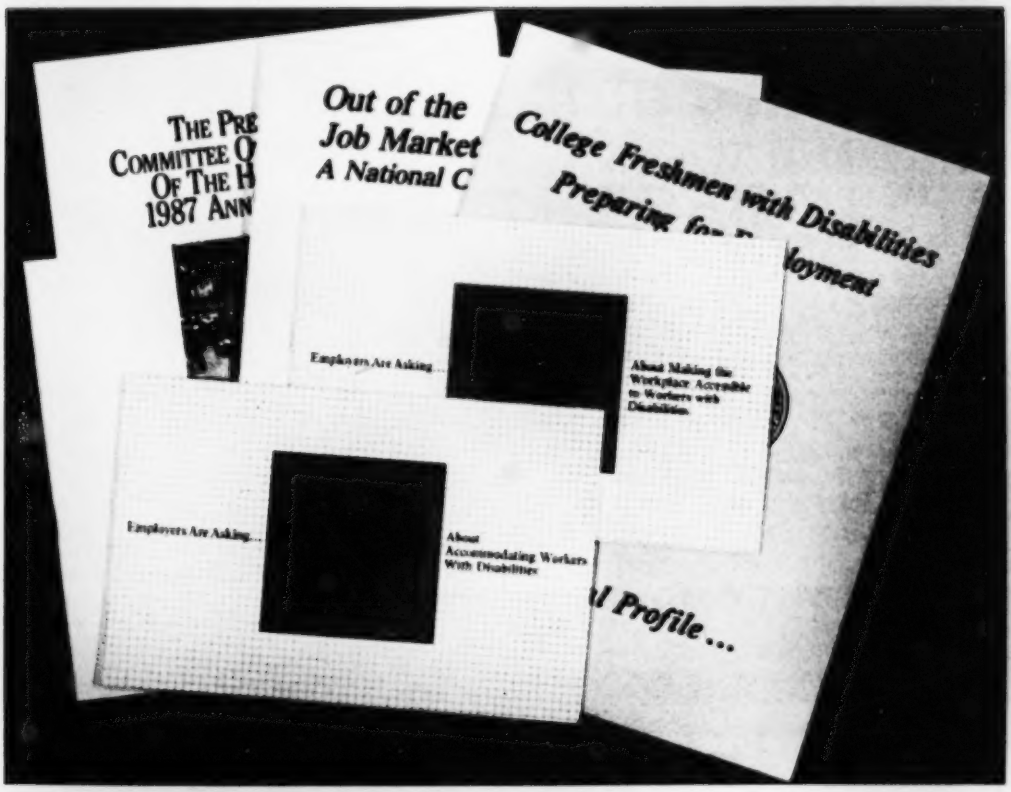
Employing and retaining people with disabilities takes more than just making that decision, it involves knowledge about specialized types of disabilities. In an effort to get specialized information to potential employers, the President's Committee published two new titles in our "Employers are Asking" series.

"Making the Workplace Accessible"

This publication provides general information regarding architectural barriers and their effect on workers with disabilities. Measurement specifications and ready-reference guides are included.

"About Accommodating Workers with Disabilities"

This pamphlet contains general information about various types of accommodation. Communication between the employer and the worker with a disability is vital to successful accommodation, and this theme is explored in depth. Some functional limitations and proven methods to accommodate them are discussed, and resources for further information are listed.


Out of the
Job Market
College Freshmen with Disabilities
Employers Are Asking...
About Making the Workplace Accessible to Workers with Disabilities
Employers Are Asking...
About Accommodating Workers With Disabilities

OTHER NEW PUBLICATIONS

"Out of the Job Market: A National Crisis"

Out of the Job Market cites employment statistics of persons with disabilities. The job market is examined and compared with different groups within the disability population; young adults, middle-aged persons, women, minorities, veterans, and people between the ages of 55 and sixty-four.

"Learning Disabilities—Not Just a Problem Children Outgrow

This publication was first released by the President's Committee in 1978 and has been updated to include information drawn from the past decade. Through personal accounts, the booklet describes some of the difficulties encountered by people with learning disabilities. Resource information is included.

"College Freshmen with Disabilities Preparing for Employment"

Written in cooperation with the American Council on Education, this publication gives statistical profiles of college students with various disabilities. Financial concerns, career choice, and academic standing upon college entrance are some of the topics discussed.

"Executive Digest"

The Executive Digest is a monthly newsletter highlighting important activities of our three divisions, reports on employment programs, updates on legislative affairs and news from our standing committees. All Executive Committee members and State Committee Chairs receive the newsletter.

RESEARCH

Publication Management System

In June of 1987, we established a system which provides information about distribution patterns of our publications. Requests for information are compiled and yield statistics which tell us what publications are most useful to the public. When target populations are not requesting our information resources, strategies can be developed to reach these groups. Since the publication management system was instituted, the Committee has responded to over 2100 requests. The most requested publications have been:

—"Employers Are Asking About Making the Workplace Accessible to Workers with Disabilities"

—"Supervising Adults With Learning Disablities"

—"Employers Are Asking About Accommodating Workers with Disabilities"

The geographical areas making the most requests were California, the District of Columbia and Virginia. This system also indicates that most requests are coming from rehabilitation professionals, adults with disabilities and Federal Government agencies.

Office Automation

The President's Committee continues to refine its computer resources. Initially installed in December of 1986, electronic capabilities are now vital to our operations. During the past year the memory of our computer was increased seventy-five percent, we now have twenty-five computer terminals, and a modem was installed which allows for communication with the states. We have several high speed printers for draft copy and a letter quality printer.

Information Base Development

Development of an Information Base on Employment and Disability commenced in the spring of 1987. These databases are a tremendous asset to the President's Committee in economy and efficiency.

The largest database developed to date contains information on the printed materials in our reference collection, and computer searches can now be done by number, title and author.

Several small databases were established during the year, including a disability database with information on 300 national disability organizations and 150 national and regional disability publications. A database on State Governor's Committees has also been established.

1989 Annual Meeting

Join us in Tampa, Florida May 10-12 for the 1989 Annual Meeting of the President's Committee on Employment of the Handicapped. We will be hosted by the Florida Alliance for Employment of the Handicapped and the Tampa Mayor's Alliance for Handicapped. Hope to see you there!

Appendix A

EXECUTIVE COMMITTEE BIOGRAPHICAL HIGHLIGHTS

Members of the Executive Committee are selected from across the United States and volunteer their time and expertise to assist the Chairman of the President's Committee. The Executive Committee consists of three subcommittees: the Governmental Affairs Subcommittee, the Information and Publications Subcommittee and the Planning and Budget Subcommittee.

Elizabeth Aino, Executive Director of the Ohio Governor's Council on Disabled Persons, Columbus, Ohio. Ms. Aino's background is in rehabilitation and she was the project director for the book "Access for All: An Illustrated Handbook of Barrier Free Design in Ohio". Ms. Aino serves on the Governmental Affairs Subcommittee.

Charles E. Bradford, Director, Apprenticeship Department, Employment Training and Rehabilitation Programs, International Association of Machinists and Aerospace Workers, Washington, D.C. Mr. Bradford served as the director of the AFL-CIO's Human Resource Development Institute and founded the Institute's Handicapped Placement Program in the mid-1970s. Under his direction, the IAM's Disabled Workers Program operates seventeen different projects. Mr. Bradford serves on the Governmental Affairs Subcommittee.

Marca Bristo, President and Chief Executive Officer of Access Living of Metropolitan Chicago, Illinois. Access Living offers a broad range of services for people with disabilities to help them reach maximum independence in their lives. Ms. Bristo is President of the National Council of Independent Living (NCIL) and is active in many organizations concerned with disability. Ms. Bristo serves on the Governmental Affairs Subcommittee.

David M. Cooney, President and Chief Executive Officer of Goodwill Industries of America, Inc., Bethesda, Maryland. Goodwill Industries operates 174 community-based affiliates in the United States and Canada and 45 affiliates in 31 other countries. Mr. Cooney retired as a Rear Admiral after a thirty-year Navy career. Mr. Cooney serves on the Planning and Budget Subcommittee.

Richard A. Dennis, Director of Personnel, AT&T Corporate Headquarters. Mr. Dennis has held a number of personnel management posts in his career, among them, Director of Service Operations at Bell Laboratories; the Executive Director of the General Personnel, Affirmative Action and Labor Relations Division at Bell Laboratories; and the Manager of Training and Development at AT&T. He serves on the Planning and Budget Subcommittee.

Ronald W. Drach, National Employment Director, Disabled American Veterans, Washington, D.C. Mr. Drach joined the professional staff of the one-million-member Disabled American Veterans in 1970. He served as an infantryman with the 196th Light Infantry Brigade in Vietnam where he was wounded and discharged with a service-connected disability in 1967. Mr. Drach is active in a number of organizations concerned with veterans' employment and training issues and disability concerns. Mr. Drach serves on the Information and Publications Subcommittee.

Jack G. Duncan practices public interest law in Washington, D.C. A former General Counsel and Staff Director for the Subcommittee on Select Education in the U.S. House of Representatives, Mr. Duncan has been actively involved for the past twenty years in legislative and administrative efforts to create a better life for persons with disabilities. He is current General Counsel for the National Rehabilitation Association. Mr. Duncan serves on the Governmental Affairs Subcommittee.

John V. Heffernan, Vice President-Human Resources, Headquarters Staff, GTE Service Corporation, Stamford, Connecticut. He is also the President and Chief Executive Officer of BIPED Corporation in Stamford which provides data processing education for people with disabilities. Mr. Heffernan serves on the Governmental Affairs Subcommittee.

Edward M. Kennedy, Jr., Founder and Executive Director, Facing the Challenge, Boston, Massachusetts. Facing the Challenge is a nonprofit organization dedicated to the awareness and elimination of barriers facing physically and mentally disabled persons. Mr. Kennedy is an avid sailor and a member of the United States Disabled Ski Team. He writes and speaks frequently on the civil rights of people with disabilities. Mr. Kennedy serves on the Governmental Affairs Subcommittee.

Marcia Lovejoy, Project Coordinator, The Enablers Training Project, Department of Mental Health, University of New Mexico, Albuquerque, New Mexico. Ms. Lovejoy, an active advocate for people who are mentally ill, has written a number of professional articles on mental illness. She is active in the National Mental Health Consumers Association, a new national organization of former mental patients. Ms. Lovejoy serves on the Information and Publications Subcommittee.

Gordon H. Mansfield, Associate Executive Director for Government Relations, Paralyzed Veterans of America, Washington, D.C. He was wounded in action in Vietnam and retired from the military as a Captain with several of the Nation's highest decorations. He is active in a number of organizations concerned with disability issues. Mr. Mansfield serves on the Governmental Affairs Subcommittee.

Consuelo Martinez is a member of the Developmental Disabilities Council in Sacramento, California, and active in the consumer organization of people who are mentally retarded, PEOPLE FIRST, INC. She speaks widely on the social and economic issues concerning people who are mentally retarded and recently testified before the U.S. Civil Rights Commission on behalf of America's retarded citizens. Ms. Martinez serves on the Governmental Affairs Subcommittee.

Gary D. Meers, Associate Professor, Vocational Education (Special Vocational Needs), University of Nebraska, Lincoln, Nebraska. The immediate past president of the American Vocational Association, Dr. Meers is active in a broad range of professional organizations concerned with vocational training and education of people with disabilities. Mr. Meers serves on the Information and Publications Subcommittee.

Deborah C. McKeithan, current chair of the North Carolina Governor's Council on Persons with Disabilities, is the founder and President of Handicapped Organized Women, Inc. (HOW), Charlotte, North Carolina. Handicapped Organized Women is based on volunteerism and addresses the needs of all women with disabilities through emotional support, education and leadership training. Ms. McKeithan, a native of Charlotte, was one of the "Outstanding Young Women of America" in 1986 and has received many other awards and honors. Ms. McKeithan serves on the Governmental Affairs Subcommittee.

Joyce D. Miller, Vice President and Director of Social Services, Amalgamated Clothing and Textile Workers Union, (AFL-CIO), New York, New York. Ms. Miller is the current National President of the Coalition of Labor Union Women and Vice President of the Executive Council of the AFL-CIO. She serves on numerous boards concerned with a broad range of human interest issues. Ms. Miller serves on the Planning and Budget Subcommittee.

Kathleen E. Olson, Executive Director, the Nevada Governor's Committee on Employment of the Handicapped, Carson City, Nevada. Ms. Olson's background includes extensive work with learning disabled children and youth. Today she is active in many local and national organizations concerned with all aspects of disability. Ms. Olson serves on the Planning and Budget Subcommittee.

Dennis K. Rhoades, Director of Economics, The American Legion, Washington, D.C. Prior to joining the American Legion's professional staff, Mr. Rhoades was the executive director of the Vietnam Veterans of America. He is the co-author of the 1978 Presidential Review Memorandum on the Status of Vietnam Veterans which analyzed the range of veterans' needs in eighteen major metropolitan areas. Mr. Rhoades serves on the Planning and Budget Subcommittee.

Lawrence T. Smedley, Associate Director, AFL-CIO Department of Occupational Safety, Health and Social Security, Washington, D.C. Dr. Smedley is active in many organizations concerned with health and social issues, and serves on the Information and Publications Subcommittee.

Paul V. Smith, Deputy Advocate, Office of the New York State Office for the Disabled. Mr. Smith had 18 years experience in public relations work for government management positions. He serves as Vice Chairman of the Statue of Liberty Ellis Island Access Committee and has been active in many other community efforts on behalf of people with disabilities. Mr. Smith serves on the Information and Publications Subcommittee.

The Honorable Clarence Thomas, Chairman, Equal Employment Opportunity Commission, Washington, D.C. He has broad experience in both the government and corporate worlds and was appointed to his present position by President Reagan in 1982. Mr. Thomas serves on the Planning and Budget Subcommittee.

Martha H. Ziegler, Founder and Executive Director, FEDERATION FOR CHILDREN WITH SPECIAL NEEDS, Lexington, Massachusetts. The FEDERATION provides resource information, training and other services to parents of children with special needs. Ms. Ziegler has a broad background of services to parents as the Project Director of the Technical Assistance for Parent Programs (TAPP) and Coordinator of the National Network of Parent Coalitions. Ms. Ziegler serves on the Planning and Budget Subcommittee.

Appendix B

PUBLICATIONS LIST

6-121 Performance: A History of Disabled People
6-156 Guide to Job Placement of the Mentally Restored
6-241 About Jobs and Mentally Retarded People
6-315 Affirmative Action to Employ Handicapped People
6-333 Affirmative Action to Employ Disabled Veterans and Veterans of the Vietnam Era (Pocket Guide)
6-341 So You've Hired A Person with A Hearing Impairment
6-344 Wheelchair Symbol Decal
6-353 People Just Like You — An Activity Guide
6-355 Respond To: Workers with Cystic Fibrosis
6-374 A Librarian's Guide to 504
6-378 The Physician and the Rehabilitation Act for Disabled People
6-379 Procedures of the Conference on Stress, Strain, Heart Disease and the Law
6-381 Respond To: Workers with Multiple Sclerosis
6-390 Accion Afirmativa Para Personas Con Impedi Mento
6-392 At Work — Profiles of People with Multiple Sclerosis
6-413 The Law and Disabled People
6-416 Chronic Pain: Proceedings of the National Pain Seminar
6-419 Respond To: Workers with Cerebral Palsy
6-420 Respond To: Workers with Diabetes
6-430 Respond To: Workers with Blindness
6-433 Affirmative Action to Employ Mentally Restored People
6-443 Independent Living Ideas: Marketing Your Disability and Yourself
6-444 Independent Living Ideas: Planning for a Job; Tips for Disabled Students
6-445 Independent Living Ideas: Job Tips for People with Mental or Emotional Problems
6-448 Special Report: Mental Illness and Employability
6-450 Employer Guide: How to Plan and Hold Meetings Which Include Disabled Attendees
6-451 Independent Living Ideas: The Volunteer Path to Employment
6-455 New Resources: Volunteers Who Happen to be Disabled
6-456 Special Report: Disabled Women in America
6-457 The Special Rehabilitation and Research Needs of Disabled Hispanic Persons
6-458 Employers Are Asking About the Safety of Handcapped Workers When Emergencies Occur
6-463 Computer Programmers Who are Disabled
6-464 Employment Programs for Veterans with Disabilities
6-465 Supervising Adults with Learning Disabilities
6-466 Disabled Americans at Work
6-467 Special Report: Disabled Adults in America

6-470 Disabled Adults of Hispanic Origin

6-472 Frame Work for Job Retention: Impact of Musculo-Skeletal Problems on Employment

6-473 Special Report: Black Adults with Disabilities

6-477 Management of Chronic Disabilities

6-478 Out of the Job Market: A National Crisis

6-484 Employers Are Asking About Accommodating Workers with Disabilities

6-485 Directory of Organizations Interested in Persons with Disabilities

6-486 Employers Are Asking About Making the Workplace Accessible to Workers with Disabilities

6-487 Aids and Employment — Facts and Myths

6-497 College Freshmen with Disabilities Preparing for Employment

6-498 Hire Disabled Vets

6-499 Learning Disabilities—Not Just A Problem Children Outgrow

6-503 Fact Sheet on Supported Employment

A variety of posters are available upon request.

In order to provide publications to as many people as possible, we ask that you contact us before advertising the availability of these publications. Please allow six to eight weeks for delivery. If you need quantities of 25 or more in less than one month, we ask that you phone in your order, 202/653-5044.

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